

Human Resources Policy and Procedure Manual

Lines of Business: General Liability, Employers Liability, Public Official Liability

Risk Control Strategy/Key Issues: Establish a proactive manual with controls and procedure to reduce exposure to employment related losses.

Suggested Program Elements:

1. **Policy Statement:** A general statement noting that the program establishes guidelines and procedures for developing, maintaining, training, and distributing the organization's policy manual/employee handbook.
2. **Program Responsibilities:** Establish the responsibility and accountability of management to develop, maintain, distribute, and enforce the organization's policies.
3. **The Manual:** One of the main functions of Human Resource Management is ensuring the organization's personnel and management practices conform to current regulations mandated by governmental entities and accepted employment practices. One of the best ways to accomplish this is with a personnel manual. A well-maintained manual and associated employee training programs can protect the organization by reducing its work related liability and provide a defense against claims / lawsuit made. The manual can also increase employee awareness of operating policies, make the transition process for new employees easier, and promote a productive work environment.

Important: An organization operating without a personnel manual is opening itself up for employment practices liability claims in which they will have no grounds for defense since the organization can not prove that it has objective, non-discriminatory decision making guidelines in place.

Below is an example of a Human Resources Policy and Procedure Manual table of contents. Although it may not show all necessary policies for your organization, it is a good starting point. Many of these policies can be found on line or through professional organizations.

1. Policy Statement:
 - Employment Policy Statement
 - EEO Statement
 - Americans with Disabilities Act
 - Statement of At Will Employment
 - Legal Review
2. Employment Policy Outlines:
 - Working Environment

Policy And Procedure Manual For Physical Therapy

G Thomas



Policy And Procedure Manual For Physical Therapy:

Outpatient Physical Therapy Policy and Procedure Manual Joanne Whipple,1993-05-01 **Hospital Physical Therapy Policy and Procedure Manual** Gary Lee Stanley,1977 **Inpatient Physical Therapy Policy and Procedure Manual** Joanne Whipple,1993-05-01 Management in Physical Therapy Mr. Rohit Manglik,2024-03-24 Explores management principles in physical therapy focusing on clinical operations patient care and practice efficiency Operating Policies and Procedures Manual for Medical Practices Elizabeth W. Woodcock,Bette A. Warn,2006 This popular bestseller is an easy to use manual complete with customizable medical office policies Covering more than 100 of today's most pressing events this manual helps practice administrators and managers set procedures and policies for managing operational financial and risk issues as well as personnel disaster planning and exposure control Law Office Policy & Procedures Manual Howard I. Hatoff,Robert C. Wert,2006 This manual helps medium and large law firms increase productivity by providing a model manual for law office policies and procedures The book an updated and expanded version of the previous fourth edition is divided into seventeen sections covering such topics as law office organization management and administration support personnel office policies personnel policies and benefits office security and emergency procedures financial management file systems technology and communications systems The book contains numerous sample forms and documents as well as extensive bibliographies A CD containing the entire text of the manual is included allowing customization of the manual for particular user needs *Patient Representative Policy and Procedure Manual* ,1988 **Handbook of Hospice Policies and Procedures** Marilyn D. Harris,Elissa Della Monica,Pamela Boyd,1999 PART OF THE NEW JONES BARTLETT LEARNING INFORMATION SYSTEMS SECURITY ASSURANCE SERIES Security Strategies in Linux Platforms and Applications covers every major aspect of security on a Linux system Written by an industry expert this book is divided into three natural parts to illustrate key concepts in the field It opens with a discussion on the risks threats and vulnerabilities associated with Linux as an operating system using examples from Red Hat Enterprise Linux and Ubuntu Part 2 discusses how to take advantage of the layers of security available to Linux user and group options filesystems and security options for important services as well as the security modules associated with AppArmor and SELinux The book closes with a look at the use of both open source and proprietary tools when building a layered security strategy for Linux operating system environments Using real world examples and exercises this useful resource incorporates hands on activities to walk students through the fundamentals of security strategies related to the Linux system *Dreeben-Irimia's Introduction to Physical Therapy Practice for Physical Therapist Assistants* Christina M. Barrett,2019-11-12 Dreeben Irimia s Introduction to Physical Therapy Practice for Physical Therapist Assistants Fourth Edition introduces students to the role of the physical therapist assistant in physical therapy care *Management in Physical Therapy Practices* Catherine G Page,2015-02-06 That's why we've provided wisdom you won't find in any other Management text practical business principles and perspectives for all

types of clinical settings to help you prepare for wherever life may lead you Walk through true stories of trials and triumphs as Catherine Page shows you how to create a personal business plan that will set you up for success whether you decide to own a clinic or focus on direct patient care *Dreeben-Irimia's Introduction to Physical Therapy Practice with Navigate Advantage Access* Mark Dutton,2024-10-04 Dreeben Irimia s Introduction to Physical Therapy Practice Fifth Edition uncovers the what why and how of physical therapy The text thoroughly describes who provides physical therapy in what setting and how physical therapists and physical therapist assistants interact with patients each other and other healthcare professionals The Fifth Edition delves into the tools and competencies physical therapists and physical therapist assistants use to care for a diverse population of people in a variety of clinical settings The book discusses what it means to practice legally ethically and professionally including practical communication skills **Introduction to Physical Therapy for Physical Therapist Assistants**

Olga Dreeben-Irimia,2010-08-27 Written specifically for Physical Therapist Assistant PTA students this text is an excellent introduction for physical therapist assistant s education This new edition includes updated information regarding the relationship between the Physical Therapist PT and PTA and key concepts of the Guide to Physical Therapist Practice for better understanding of clinical guidelines It also includes new information regarding clinical trends in physical therapy Utilizing this text specifically for PTAs instructors can introduce students to information regarding professionalism professional roles interpersonal communication physical therapist s behavior and conduct teaching and learning and evidence based practice This comprehensive text will provide a valuable resource throughout the physical therapist assistant s education and training throughout the entire duration of the PTA program New to Second Edition Distinctive description of physical therapy developments from its Formative Years 1914 1920 to the APTA s Vision and Application of Scientific Pursuit of today PTA s usage of the APTA s Guide to Physical Therapist Practice Differences between physical therapy and medical diagnosis Contemporary clinical trends regarding wellness health promotion and disease prevention Instructor Resources Transition Guide PowerPoint slides and TestBank **Dreeben-Irimia's Introduction to Physical Therapist Practice for Physical Therapist Assistants**

Barrett,Christina M. Barrett,2016-01-22 Preceded by Introduction to physical therapy for physical therapist assistants Olga Dreeben Irimia 2nd ed 2011 Best Practices in Policies and Procedures Stephen Butler Page,Stephen Page,2002 Best practices book that focuses on the alignment of policies and procedures to the vision strategy plan and core processes of an organization This book focuses on finding actual content for your policies and procedures

Physical Therapy Management Jane Walter,1993 o Introduction to management and its application to physical therapy o Five units The PT Department Organizational Behavior Planning and Design in PT Marketing Measuring Quantity and Quality in PT o Each unit has case studies histories that deliberately allow for diversity in outcomes and management styles o Four underlying principles There are individual styles concepts and theories traditional management theories can help to understand organizational behavior but need to be augmented by other considerations Management theories can be applied

to physical therapy and to action oriented projects case studies bring relevance meaning

Handbook of Home Health Care Administration Marilyn D. Harris, 1997 Table of Contents Foreword Introduction Ch 1 Home health administration an overview 3 Ch 2 The home health agency 16 Ch 3 Medicare conditions of participation 27 Ch 4 The joint commission s home care accreditation program 63 Ch 5 CHAP accreditation standards of excellence for home care and community health organizations 71 Ch 6 Accreditation for home care aide and private duty services 81 Ch 7 ACHC accreditation for home care and alternate site health care services 86 Ch 8 Certificate of need and licensure 92 Ch 9 Credentialing organizational and personnel options for home care 101 Ch 10 The relationship of the home health agency to the state trade association 111 Ch 11 The national association for home care and hospice 115 Ch 12 The visiting nurse association of America 124 Ch 13 Self care systems in home health care nursing 131 Ch 14 Home health care documentation and record keeping 135 App 14 A COP standards pertaining to HHA clinical record policy 147 App 14 B Abington Memorial Hospital home care clinical records 150 Ch 15 Computerized clinical documentation 161 Ch 16 Home telehealth improving care and decreasing costs 176 Ch 17 Implementing a competency system in home care 185 Ch 18 Meeting the need for culturally and linguistically appropriate services 211 Ch 19 Classification an underutilized tool for prospective payment 224 Ch 20 Analysis and management of home health nursing caseloads and workloads 236 Ch 21 Home health care classification HHCC system an overview 247 Ch 22 Nursing diagnoses in home health nursing 261 Ch 23 Perinatal high risk home care 274 Ch 24 High technology home care services 279 Ch 25 Discharge of a ventilator assisted child from the hospital to home 291 Ch 26 Performance improvement 301 Ch 27 Evidence based practice basic strategies for success 310 Ch 28 Quality planning for quality patient care 315 Ch 29 Program Evaluation 320 App 29 A Formats for presenting program evaluation tools Ch 30 Effectiveness of a clinical feedback approach to improving patient outcomes 341 Ch 31 Implementing outcome based quality improvement into the home health agency 352 Ch 32 Benchmarking and home health care 383 Ch 33 Administrative policy and procedure manual 395 Ch 34 Discharge planning 399 Ch 35 Strategies to retain and attract quality staff 421 Ch 36 Evaluating productivity 436 Ch 37 Labor management relations 448 Ch 38 Human resource management 459 Ch 39 Staff development in a home health agency 474 Ch 40 Transitioning nurses to home care 484 Ch 41 Case management 495 Ch 42 Managed care 499 Ch 43 Community based long term care preparing for a new role 507 Ch 44 Understanding the exposures of home health care an insurance primer 519 Ch 45 Budgeting for home health agencies 527 Ch 46 Reimbursement 535 Ch 47 How to read interpret and understand financial statements 549 Ch 48 Management information systems 558 Ch 49 Legal issues of concern to home care providers 571 Ch 50 Understanding the basics of home health compliance 590 Ch 51 The HIPAA standards for privacy of individually identifiable health information 616 Ch 52 Ethical practice in the daily service to home care client their families and the community 666 Ch 53 Participating in the political process 675 Ch 54 Strategic planning 693 Ch 55 Marketing an overview 708 Ch 56 The internet in home health and hospice care 723 Ch 57 Disease management programs 736 Ch 58 The

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Physical Therapy Management Ronald W. Scott, Christopher Petrosino, 2008-01-01 Discover what it takes to succeed in the real world of physical therapy practice where you ll rely not only on your clinical skills but on management skills such as budgeting recruiting professional development and limiting your risk of liability Expert authors Ron Scott and Christopher Petrosirio guide you through the essentials of practice management to help you understand and master these skills and more You ll find ideas for marketing your practice as well as advice and information on negotiation and dispute resolution human resources management quality and risk management legal and ethical issues and fiscal management Specific case examples from the authors own experiences illustrate important points throughout the book Well known author Ron Scott draws from his unique experiences as a physical therapist clinical manager MBA and health law attorney to provide a uniquely comprehensive and insightful overview of physical therapy practice management An emphasis on human resources people management offers effective strategies for recruiting selecting and retaining the best clinicians and support professionals in this increasingly competitive field Case examples based on the authors own experiences bring concepts to life Engaging exercises including group discussions role playing scenarios and short answer help you strengthen your critical thinking skills Current terminology from the APTA Guide to Physical Therapist Practice 2nd Edition is used throughout

Physical Therapy Administration and Management Robert J. Hickok, 1974 **Introduction to Physical Therapy** Michael A. Pagliarulo, PT, EdD, 2015-10-16 Start your physical therapy career path on the right foot with Introduction to Physical Therapy 5th Edition This comprehensive text offers an insightful and thorough overview of both the profession and the practice of physical therapy including the latest topics and trends surrounding the industry The first section walks readers through the key aspects of a career in physical therapy including roles of the physical therapist and physical therapist assistant practice settings the APTA and laws policies and regulations The second section then goes on to cover the practice of physical therapy detailing the functions disorders and therapies of the major organ systems Featuring a

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The Business of Physical Therapy Mark Drnach, 2024-06-13 Clinical expertise is paramount in physical therapy but managing the business side of practice is equally crucial for success Crafted to meet the specific needs of physical therapy students and professionals The Business of Physical Therapy equips you with the essential non clinical knowledge and skills to manage the intricate world of business finance management communication and legal aspects of the physical therapy profession This groundbreaking resource is the first and only text that covers the entire spectrum of non clinical topics at the required depth From mastering financial management and optimizing operational efficiency to honing leadership and communication abilities and ensuring legal compliance this pioneering guide empowers you to thrive in today s competitive healthcare landscape

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